

PugetSoundPartnership

our sound, our community, our chance

Performance Management Agenda Item #6

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Approved by Director: DDD

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Proposed Action: Briefing on Performance Management

Summary: The Partnership continues to build out its processes for a performance management system as the Action Agenda develops. This system will incorporate the accountability, monitoring and adaptive management requirements in the Partnership's enabling legislation. The Partnership will evaluate progress across four levels of the Action Agenda: six goals, strategies (including four strategic priorities), general tactics, and specific actions. The priorities for the performance management in the first biennium of the Action Agenda will reflect the four strategic priorities and focus on actions most directly influenced by the Partnership. The goal is to build the capacity of the Partnership to track actions and outcomes in the environment in order to strengthen the feedback loop of lessons learned to adaptations of the Action Agenda.

Background: At the May 29th meeting, Mary Beth Brown and Scott Redman briefed the ECB on the Plan/Do/Assess/Adapt management model that the Partnership will use to blend together tracking progress on projects and programs (accountability) with tracking the state of the Puget Sound ecosystem (monitoring).

At its June 13th meeting the Leadership Council established the initial direction for development of the Performance Management system. The Partnership's performance management system will track progress at the four levels of the Action Agenda.

Level 1: Goals: The first level includes the six goals from the legislation creating the Partnership that describe a healthy Puget Sound (e.g., Puget Sound species and the web of life thrive).

Level 2: Strategies: This includes the strategic priorities (e.g., prevent sources of pollution) and general strategies (e.g., source control, delivery control, removal)

Level 3: Tactics: This includes the various tools that could help implement the various strategies (e.g., incentives, regulation, etc.).

Level 4: Actions: Specific actions undertaken to implement the tactics and strategies contained in the Action Agenda (e.g., implement stormwater control programs in Puget Sound communities).

The Partnership will adopt indicators that represent the desired outcomes expressed in the six goals. These indicators will also serve as outcome measures for assessing the effectiveness of the Partnership's strategies and tactics.

Actions will be tracked and reported on by process, output, and outcome information from implementers throughout the Puget Sound. Success in having our implementers choose and report on meaningful performance measures will strongly influence our ability to evaluate the goal, strategy and tactic levels of the Action Agenda.

Mary Beth Brown and Scott Redman also introduced to the Leadership Council in June the concept of the Partnership's "spheres of influence" with implementers. The Partnership has the most leverage with actions it undertakes or directs such as salmon recovery, next with actions undertaken by state agencies, including where state funding is passed through to local governments and the least over those funded by other means (e.g., private funds, local utility fees). This continuum will inform the terms of the performance agreements we use with implementers.

Analysis:

The success of the performance management system to inform scientists and policymakers of the efficiency of the system or the effectiveness of strategies or actions is dependent upon adopting both meaningful performance measures and a high rate of compliance in reporting on them. Acknowledging limited resources and in order to build the capacity of the agency, the Partnership will focus its efforts on activities implementing the strategic priorities and on actions most directly influenced by the Partnership. We will collect information on all dimensions of the Action Agenda, but hope to ensure the highest quality of data comes from critical projects or from key implementers. We will focus our efforts so we get adequate data to evaluate strategies or actions of greatest value to the overall goal of achieving a healthy Puget Sound by 2020.

Next Steps:

- Continue to build out the Plan/Do/Assess/Adapt management processes
- Preview and review accountability system proposal at the August 22 ECB meeting.
- Develop performance measures for each of the four levels, including indicators and benchmarks representing the Action Agenda goals
- Add staff to develop a data strategy to support performance management
- Pilot activity tracking with the Salmon Recovery Plan in the Green/Duwamish Watershed
- Develop monitoring elements of the Partnership's strategic science plan and biennial science work plan